

# 60+ HRCI Recertification Credits!

**60.5 HR/General, 15 Business/Strategic, 5 Global/Int'l, 11.25 California  
Low-Cost Online e-Learning Package 1-Year Subscription**



Do you currently hold a PHR or SPHR certification? You can complete ALL your HRCI recertification requirements with our low-cost online eLearning package! There is **NO LIMIT** on the number of e-Learning credits you may use toward your HRCI recertification. (Note that webcasts (“passive”) are limited to 20 credits. Our package includes only e-Learning courses (“interactive”), NOT webcasts).

**EVERYTHING** on this flyer is included in our package price! Take as many or as few courses as you wish - whenever you like. Once you complete a course, you will save a certificate with the pre-approved HRCI program ID number.



These e-Learning courses have been approved as indicated toward PHR, SPHR and GPHR recertification through the HR Certification Institute (HRCI). For more information about certification or recertification, please visit the HRCI website at [www.hrci.org](http://www.hrci.org).

*"The use of this seal is not an endorsement by HRCI of the quality of the program. It means that this program has met HRCI's criteria to be pre-approved for recertification credit.*



*The courses are also approved for SHRM PDCs (limited to 30 credits/cycle).*

**For more details and to purchase, please visit [www.HRCIcredit.com](http://www.HRCIcredit.com).**

Course Title	HRCI Credits	
Business Coaching: Building the Coaching Relationship	1	HR
Business Coaching: Conducting Coaching Sessions	1	HR
Business Coaching: Getting Ready to Coach	1	HR
Business Coaching: Using Different Coaching Styles	1	HR
Business Execution: Crafting a Business Strategy that Executes	1	HR
Business Execution: Linking Strategy to People and Operations	1	HR
Business Execution: Monitoring and Evaluating Initiatives	1	HR
Business Execution: Understanding the Fundamentals	1	HR
Compliance: OSHA 300 Recordkeeping	1	HR
Compliance: Privacy and Information Security	1	HR
Compliance: Rightful Employment Termination	1.5	HR
Cultures: Communicating Across Cultures	1	HR
Cultures: Culture and Its Effect on Communication	1	HR
Cultures: Improving Communication in Cross-cultural Relationships	1	HR
Delegation Essentials: An Introduction to Delegating	1	HR
Delegation Essentials: Overcoming Delegation Problems	1	HR
Delegation Essentials: The Delegation Process	1	HR
Diversity on the Job: The Importance of Diversity and the Changing Workplace	1	HR
Effective Succession Planning: Determining a Talent Pool for Key Positions	1	HR
Essentials of Interviewing and Hiring: Behavioral Interview Techniques	1	HR
Essentials of Interviewing and Hiring: Conducting an Effective Interview	1	HR
Essentials of Interviewing and Hiring: Preparing to Interview	1	HR
Essentials of Interviewing and Hiring: Screening Applicants for Interviewing	1	HR
Essentials of Interviewing and Hiring: Selecting the Right Candidate	1	HR
Ethics: Conflicts of Interest in the Workplace	1	HR
Green Business: Implementing Sustainability Strategies	2	HR
Green Business: Introduction to Green Business and Sustainability	2	HR
Green Business: Planning Sustainability Strategies	2	HR
Handling Difficult Conversations Effectively	1	HR

(continued)

**Low-Cost Online e-Learning Package 1-Year Subscription – continued**

Having a Difficult Conversation	1	HR
I-9 Compliance: Verifying Employment Eligibility of US and Non-US Citizens	1	HR
Implementing and Assessing a Succession Planning Program	1	HR
Initiating Succession Planning	1	HR
Management Essentials: Caring about Your Direct Reports	1	HR
Management Essentials: Confronting Difficult Employee Behavior	1	HR
Management Essentials: Delegating	1	HR
Management Essentials: Developing Your Direct Reports	1	HR
Management Essentials: Directing Others	1	HR
Management Essentials: Managing a Diverse Team	1	HR
Management Essentials: Treating Your Direct Reports Fairly	1	HR
Managing Workforce Generations: Introduction to Cross-generational Employees	1	HR
Managing Workforce Generations: Working with a Multigenerational Team	1	HR
Managing Workforce Generations: Working with the 21st-century Generation Mix	1	HR
Preparing for a Difficult Conversation	1	HR
Preparing to Dismiss an Employee	1	HR
Recruiting Talent	2	HR
Retaining Your Talent Pool	2	HR
Working with Difficult People: Dealing with Micromanagers	1	HR
Working with Difficult People: How to Work with Aggressive People	1	HR
Working with Difficult People: How to Work with Manipulative People	1	HR
Working with Difficult People: How to Work with Negative People	1	HR
Working with Difficult People: How to Work with Procrastinators	1	HR
Working with Difficult People: How to Work with Self-serving People	1	HR
Working with Difficult People: Identifying Difficult People	1	HR
Business Management and Strategy: The HR Function and Business Environment	1	Business
Business Management and Strategy: HR and the Strategic Planning Process	1	Business
Ethics: Business Law and Ethics	1	Business
HR as Business Partner: Linking HR Functions with Organizational Goals	1	Business
HR as Business Partner: Using Metrics and Designing Strategic Initiatives	1	Business
Managing Change: Building Positive Support for Change	1	Business
Managing Change: Dealing with Resistance to Change	1	Business
Managing Change: Sustaining Organizational Change	1	Business
Managing Change: Understanding Change	1	Business
Organizational Budgeting Activities and the Master Budget	1	Business
Planning and Preparing an Operating Budget	1	Business
Preparing Operating Budgets and the Cash Budget	1	Business
Thinking Like a CFO: Making Financial Decisions	1	Business
Thinking Like a CFO: Mind-set and Financial Priorities	1	Business
Thinking Like a CFO: Preparing and Presenting a Business Case	1	Business
Fundamentals of Globalization: Analyzing the Global Environment	1	Global
Fundamentals of Globalization: Managing in a Global Environment	1	Global
The Fundamentals of Globalization: Strategies for Globalization	1	Global
The Fundamentals of Globalization: The Global Context	1	Global
Effectively Managing Teams in India	1	Global
Accommodating Employees with Disabilities in California	2	California
California Mandatory Paid Sick Leave	1	California
Conducting Employment-Related Background Checks in California	1.5	California
Sexual Harassment Prevention for California Supervisors	2	California
Navigating Pregnancy-Related Issues in California Workplaces	1.25	California
The Ever-Changing Role of Arbitration Agreements in California	1.5	California
Workplace Harassment Prevention for Managers – Multi-State Edition	2	California